UCSF
Newsbreak

News for the UCSF Campus Community VOL. 11, NO. 22 DECEMBER 20, 1996

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Capital campaign makes UCSF a half billion dollars stronger

By SUSAN SHIU

UCSF's first large-scale capital campaign raised $554.9 million in private gifts and pledges — an amount that surpasses the fundraising goal by $25 million — in the six-year campuswide appeal for support.

"Strength to Strength, The First Campaign for UC San Francisco" began in July 1990 with the goal of forming solid financial partnerships with the community to help UCSF health care providers and scientists find treatments and cures for diseases and to discover new insights into the most basic cellular processes of health and disease. More than 80,000 individuals, foundations, corporations, health agencies and support groups helped UCSF to exceed its expectations, contributing a record number of gifts, including more than 200 donations equalling a half million or more, according to Chancellor Joseph Martin.

"UC San Francisco is enriched by the partnership with individuals, corporations and foundations who recognize that UCSF has an opportunity and a responsibility to realize the potential of our discoveries," Martin says. "We are grateful for this extraordinary vote of confidence from so many donors."

The UCSF capital campaign will provide resources to research, academic, clinical and outreach programs campuswide.

Among top contributors were Herbert W. Boyer, co-founder of Genentech Inc., and Mrs. Grace Boyer, who donated $28 million to advance biomedical research; the W.M. Keck Foundation, which gave $5.5 million to establish the Keck Center for Integrative Neuroscience and to expand a laboratory for neuro-degeneration research; the Howard Hughes Medical Institute, which awarded UCSF $4 million to fund research projects and nurture young scientists; Carol Franc Buck, whose gift helps to establish the Breast Care Center at UCSF/Mount Zion Medical Center; and UCSF Foundation members Gerson and Barbara Bakar, whose contribution helps to fund the creation of the UCSF Cancer Center.

A.W. Clausen, retired chairman and chief executive officer of BankAmerica Corporation, has served as the campaign chair since 1990. He worked with the campaign cabinet, a group of key volunteers, to secure major gifts that underscore UCSF as a world leader in the ability to transfer scientific discoveries into new treatments for disease.

"UCSF is a world-class teaching and research institution that has drawn superior talent and unprecedented support. With the decline in state funding and the competition for federal research dollars, support from the private sector is increasingly essential for UCSF to continue as a leader in pioneering research, compassionate care and outstanding health sciences education," said Clausen.

In the battle against cancer more than $63.4 million has been raised to help create the UCSF Cancer Center. Headquartered at UCSF/Mount Zion, the Cancer Center will offer patients centralized cancer care and easy access to the latest clinical trials.

Nobel laureate and UCSF professor of microbiology J. Michael Bishop told a congressional panel last year, "For the first time in my 30 years as a biomedical researcher, I now believe that we will eventually conquer cancer. It may take several generations more of hard work, but the strategies of conquest are clear." Bishop is the co-discoverer of cancer-causing genes called oncogenes with Harold E. Varmus, director of the National Institutes of Health and UCSF professor of microbiology.

(See **Capital campaign** on page 2)

Major donors

UCSF's first large-scale capital campaign raised $554.9 million in private gifts and pledges. Some of the top contributors and their gifts are listed below. Figures are in millions.

Herbert W. and Grace Boyer	$28.0
W. M. Keck Foundation	5.5
Howard Hughes Medical Institute	4.0
Carol Franc Buck	2.4

It's a wonderful clinic

By BRAD FOSS

'Tis the season for traveling. Along with fruit cakes, chocolates and other Yuletide gifts packed for their loved ones, airline passengers carry colds, the flu and other conditions that may ground them temporarily.

Fortunately, doctors and nurses at the SFO Medical Service are available to intervene and send ailing travelers, in better health, on their way. This clinic is a collaboration between UCSF, SFGH and the San Francisco International Airport.

"We try to care for them and get them on the road, instead of having to transport them to a hospital emergency room, which can be time consuming and expensive," says Eric L. Weiss, chief in the division of airport medicine, assistant clinical professor of medicine and director of the clinic.

Situated inside the world's eighth largest airport, where 250,000 airport employees and travelers pass through each day, the clinic offers emergency services, primary care, occupational health and medical advice for overseas excursions.

Since Thanksgiving, the clinic's travel consultation service has been especially busy providing vaccinations and detailed prevention education to travelers, says head nurse Caroline Schjaerve. "That's a big part of our work these days," she says. "We set up travel medicine programs according to what country they're going to, starting with the basic immunizations that a person should have and working our way to more specific ones. We get a fairly complete assessment of the patient."

Treating travelers for everything from altitude sickness to cardiac arrest, doctors have learned that airport interventions can, at times, save lives. As staff physician Douglas Cohen recalls, one man who collapsed moments before takeoff was revived by defibrillation as paramedics rushed across the tarmac onto the plane.

"It was very eye-opening," says Cohen. "If the attack would have happened five minutes later, the plane would have been in the air, and he would have been dead."

What began as a small private practice in 1973, the clinic now handles 22,000 patient visits per year. UCSF and SFGH joined the airport in managing the clinic in July 1995, spawning the division of airport medicine within the School of Medicine and expanding UCSF's patient base on the Peninsula.

Photos by Chris T. Anderson

Patients wait to be seen by a doctor at the SFO Medical Service. At right, Olivia Jenkins, a junior at Harvard University, gets examined by Dr. James S. Mayer, who has been with the clinic for 19 years.

Over the years, the clinic has helped SFO gain a national reputation for safety. Conducting bi-annual air-crash drills, in which doctors, police, paramedics and fire crews coordinate a full-scale simulated emergency response, SFO has been recognized seven years in a row for its emergency preparedness.

"We're just carrying on the same tradition, except we're expanding and trying to improve our services," says David Chan, staff physician and one of three doctors who started the SFO Medical Service 23 years ago.

Plans are now under way to renovate and expand the clinic, bringing in new equipment and enlarging medical offices.

Besides healing sick travelers, the bulk of the clinic's staff time is spent providing occupational medicine to the 35,000 people who work at the airport's various commercial ventures. Baggage handlers often complain of strained backs, ear and eye irritations, and exposure to noxious gases while flight attendants frequently are treated for burns and minor cuts.

Language barriers are seldom a problem since staff at the clinic speak Spanish, German, French, Chinese and Japanese. They also get help translating from multilingual flight attendants.

While the clinic provides health services that are airport-specific, such as screening international travelers for infectious diseases and examining suspected drug smugglers, these episodes are rare.

Tending to the needs of everyday travelers, such as providing emergency rations of medications, occupies much more time. "We keep a small amount of a wide range of drugs for the traveling public in case they forget their medications," says Schjaerve. "Holiday times are very busy."

Technique may correct DNA that causes cystic fibrosis

By JEFFREY NORRIS

By providing living cells with material needed to correct a mistake in DNA that causes cystic fibrosis, researchers at UCSF have restored the affected cells' ability to function.

The new technique might one day be used to treat genetic diseases that afflict millions worldwide, according to Dieter Gruenert, associate professor of laboratory medicine and co-director of the Gene Therapy Core Center at UCSF.

The UCSF laboratory team invented the technique, called "small fragment homologous replacement," to stimulate the repair of cultured lung cells harboring the most common genetic mistake responsible for cystic fibrosis. The study was funded by the National Institute of Diabetes, Digestive and Kidney Disease and the Cystic Fibrosis Foundation.

In small fragment homologous replacement, surgical excision and replacement of DNA at the site of the gene mutation is performed by the cells' own enzymes. For the enzymes to use the replacement DNA proffered by the UCSF researchers for the genetic repair, the newly introduced DNA must be very similar, or "homologous" to the natural DNA, Gruenert explains. The similarity of the DNA helps the cells' repair machinery recognize the new DNA fragment as useful for fixing the genetic mistake.

According to Gruenert, this new way of using DNA pieces to repair defective genes still needs to be tested in animals before it can be tried in humans, but the approach may prove to be widely applicable as a genetic therapy for a broad range of inherited disorders.

(See **Cystic fibrosis** on page 2)

Appointments

Christopher C. Benz, professor, Cardiovascular Research Institute, **C. Anthony Hunt,** professor of pharmacy, and **Susan Miller,** assistant professor, pharmaceutical chemistry: Appointed by C. Judson King, provost and senior vice president of academic affairs, to the Executive Committee of the Biotechnology STAR Project, part of the President's Industry-University Cooperative Research Initiative. This project was launched to increase interaction between UC faculty and California biotechnology companies, benefitting both the University, through increased research funding, and the state economy. Hunt was appointed chair, Benz a member and Miller an alternate.

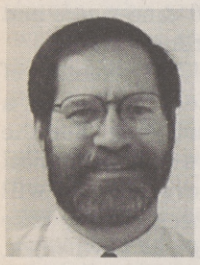
Barry Massie, professor of medicine, director of the Coronary Care Unit and the Hypertension Program: Appointed as chair of the Food and Drug Administration Cardio-Renal Advisory Committee.

Susan Rosen, assistant clinical professor of medicine: Named medical director of BaySpring Women's Medical Group, a practice which recently affiliated with UCSF Women's Health.

Diane Wara, professor of pediatrics and associate dean for women's affairs: Named Associate Dean for Minority and Women's Affairs by Dean Haile T. Debas.

Honors & Awards

Neal L. Benowitz, professor of medicine, pharmacy and clinical pharmacology: Received the $15,000 Alton Ochsner Award for outstanding original scientific investigations relating to tobacco consumption and health.



Benowitz

Monica Quezada, second-year medical student: Received the Edllberto Rodriguez Award, a scholarship to help pay for her education. The award is named in memory of Rodriguez, a graduate of UCSF medical school. Rodriguez overcame considerable personal adversity and financial difficulties to fulfill his dream of becoming a physician. Born and raised in Los Chavez, a small rural town in central New Mexico, Quezada, too, has overcome economic hardship to become a medical student at UCSF. She is active in both Chicanos in Health Education and the Chicano Medical Student Association. She helped organize the successful Mission neighborhood health fair and is considered a role model to children.

Private Support

UCSF is pleased to acknowledge the following listing of gifts/pledges of $25,000 or more from individuals, corporations and foundations received November 1-30, 1996.

$1 million or more
Estate of Margaret Jameson
The Lincy Foundation

$500,000 - $999,999
G. Harold and Leila Y. Mathers Charitable Foundation
Western Transplantation Services

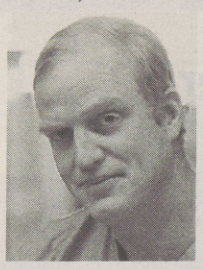
$100,000 - $499,999
The Clausen Family Foundation
Nina Ireland
The Robert Wood Johnson Foundation
Estate of Genevieve E. Landon
McKnight Endowment Fund for Neuroscience
Tanabe Research Laboratories, USA Inc.

$25,000 - $99,999
Adler Foundation Inc.
Berlex Foundation
Bristol-Myers Squibb Inc.
Davidson/Sinai Research Foundation
Milos Forman
Hewlett Packard Imaging Systems
Max Kade Foundation
Sul-Ja Kim, '95
Susie Kim
Lucile P. Leone
Mr. and Mrs. James P. Livingston
Pacific Vascular Research Foundation
Saten Pharmaceutical Company,Ltd.
Taylor Family Foundation Inc.

UCSF/NASA video wins top honors

A video exploring the relationship between medical and space research produced through a collaboration of UCSF and NASA Ames Research Center has won top honors in the International Health and Medical Film Competition of the American Medical Association.

Titled "Monitoring the Mysteries of the Fetus," the video received the Helen Hayes Award for best health consumer film and first place in the science and technology category. Awards were presented at a recent ceremony in San Francisco.



Harrison

Designed to educate the public about the value of space science in helping to solve medical problems, the video details how space technology that focuses on monitoring the health of astronauts on shuttle missions also can be applied to monitoring the human fetus. It profiles the work of Michael Harrison, director of the UCSF Fetal Treatment Center, and John Hines, manager of the Sensors 2000! Program at NASA Ames in Mountain View, Calif.

Harrison, who spearheaded a UCSF team that reported the first successes in fetal intervention in humans 15 years ago, began collaborating with Hines on improving fetal monitoring devices in 1993. The UCSF Fetal Treatment Center averages more than 200 referrals a year from all over the country in which a fetus has been diagnosed with serious problems.

The UCSF/NASA video was produced by Michael Danty Productions, Santa Rosa, Calif. Winners of the film competition were chosen from among 600 film, video, and web site entries from throughout the world. The event was founded in 1976 and acquired this year by AMA, which supports quality health information for medical professionals and consumers.

AAAS elects Bourne, Gray as fellows

The American Association for the Advancement of Science (AAAS) has awarded the distinction of fellow to 283 members, including UCSF's Henry R. Bourne and Joe W. Gray this year.

A professor of medicine, Bourne is vice chair of cellular and molecular pharmacology. He is credited for his pioneering work elucidating both molecular mechanisms responsible for signal transmission by G proteins and human diseases caused by defects in these mechanisms. A professor of laboratory medicine and radiation oncology, Gray is known for his pioneering work in the field of cancer genetics using molecular cytogenetic techniques.

These individuals have been elevated to this rank because of their efforts toward advancing science or fostering applications that are deemed scientifically or socially distinguished. New fellows will be presented with an official certificate and pin on Feb. 15 at the forum during the 1997 AAAS annual meeting in Seattle.

Founded in 1848, AAAS represents the world's largest federation of scientists and has more than 144,000 individual members.

Capital campaign (from page 1)

Among the strategies to conquer cancer is the recent work by Thea Tlsty, a molecular pathologist at UCSF who discovered a role for a "tumor suppressor gene" called p53 in preventing cells from becoming genetically unstable. Successful manipulation of p53 could slow down the growth of deadly cancers and make chemotherapy much more effective.

The excitement in the field of cancer research and treatment is shared by Haile T. Debas, dean of the UCSF School of Medicine and professor of surgery. "The spectacular success of the Strength to Strength campaign has moved us much closer to our goal of establishing a comprehensive cancer center at UCSF," he says.

Debas expressed a strong belief that "our friends in the Bay Area will continue to help us reach our goal of creating a center of research and clinical care that will provide the most advanced treatment to cancer patients."

Research efforts at UCSF extend beyond cancer as scientists search for new insights and treatments in fields ranging from genetics, AIDS, endocrinology, and the neurosciences to organ transplants, aging, and pediatric care.

A total of $236.9 million, about 43 percent of the total amount of gifts and pledges, will be used to support clinical and academic activities of UCSF departments ranging from cardiology to anesthesia.

About 42 percent of the total, or $232.9 million, is designated for permanent endowments (including the Cancer Center) to support research.

Some $57.8 million will provide flexible support for students, including scholarships and other instructional costs.

Cystic fibrosis (from page 1)

Cystic fibrosis is the most prevalent lethal genetic disease to affect persons of Northern European ancestry, with about 30,000 cases in the US alone. Because they have a defective gene, individuals born with cystic fibrosis fail to make a working version of a protein needed to control salt and water movement in certain cells — including "epithelial cells" in the lungs. This failure leads to lung obstruction and infections, and typically to death by age 30.

In contrast to gene therapy methods that have been tried previously, Gruenert says this new approach should result in production of the normal salt-regulating protein, called CFTR, only in the cells that need it. This is because small fragment homologous replacement involves the introduction of a small piece of DNA that contains the genetic information needed to repair the defective gene at its usual location within the DNA of an ailing cell. According to Gruenert, the repaired cell can thus maintain normal control over production of the protein encoded by the newly repaired gene.

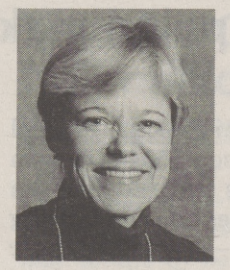
Gene therapy techniques now used in clinical trials provide cells with the entire protein-encoding DNA, as well as additional DNA to help activate the therapeutic gene and spur protein production.

However, the regulatory DNA associated with the therapeutic gene operates independently of the cells' normal control machinery for this gene. As a result, the gene can be inappropriately stimulated to produce protein — either in cells that do not normally produce this protein, or at levels not normally found in the protein-producing cells.

Estes works to strengthen ORES

Carroll Estes, professor of sociology and director of the Institute for Health & Aging at UCSF, has been given a six-month assignment in the Social Security Administration to review operations in the Office of Research, Evaluation, and Statistics (ORES).

Estes' assignment parallels the Social Security Administration's effort to revitalize its research, evaluation and statistical functions. Her review will culminate in a final report with recommendations for strengthing ORES research functions.



Estes

Estes will examine the scope of ORES operations, in particular, determining what is required to address crucial Social Security and SSI policy-relevant research, as well as evaluating the effectiveness of current statistical programs including internal access to and maintenance of administrative data, and reviewing the appropriateness of current and projected levels of staffing, equipment and budget.

Estes has been a consultant to the committees on aging of the Senate and House for more than a decade. She was a delegate for the Gerontological Society of America at the 1995 White House Conference on Aging and is past president of the Gerontological Society of America.

She is an author and co-author of more than 100 articles and six books, and editor of four books. Her research and publications have centered on studies of the impact of fiscal austerity and social policy on the elderly and the agencies and institutions that serve them.

Correction

A story in the Nov. 22 issue of Newsbreak contained incorrect information. The community advisory group, working with UCSF faculty, administrators and staff advisers, co-authored 160 goals and objectives for the University's Long Range Development Plan, not the entire 300-page document. In addition, two members of the CAG were inadvertently left off the membership list: Craig Dawson of the Inner Sunset Merchants Association, and Henry Der, Deputy Superintendent of External Affairs for the California Department of Education.

UCSF Newsbreak

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Deadline for the next issue, to cover Jan. 18–Jan. 31, 1997, will be on **Tuesday, Jan. 7.** Please send news to Lisa Cisneros, 476-3256 or (cisnero@itsa.ucsf.edu), and calendar items to Brad Foss, 476-3163 or (bfoss@itsa.ucsf.edu), both at Box 0462. Fax last-minute copy to 476-3541.

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"Lost art" stays alive in UCSF drug lab

By BRAD FOSS

Whether preparing intravenous solutions with the delicacy of water colorists or molding drug capsules like sculptors, pharmacists and technicians at the Drug Products Services Laboratory (DPSL) are UCSF's artisans of pharmaceutical preparation.

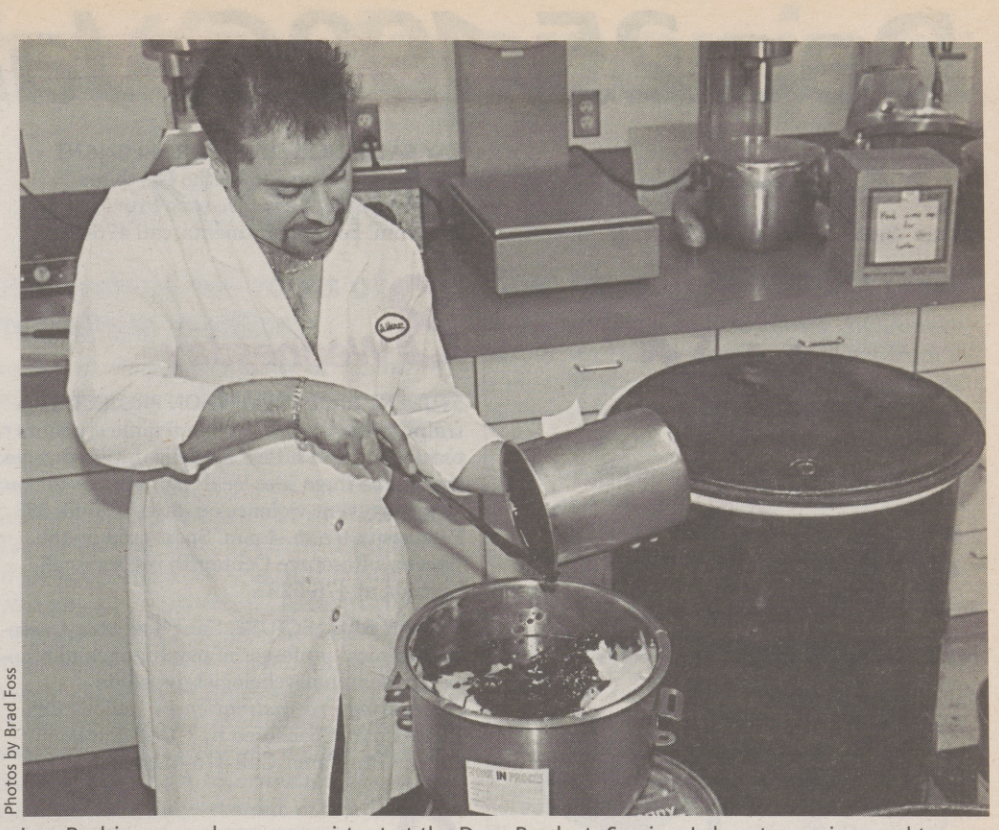
An arm of the Department of Clinical Pharmacy, the DPSL handcrafts medications for UCSF patients that cannot be bought on the commercial market.

"DPSL is the expert center within the University in preparing extemporaneous medications," says Clifton Louie, associate dean for pharmaceutical services in the School of Pharmacy and a clinical pharmacist who calls upon DPSL to produce specialized drugs for patient care services and research studies at UCSF. "If it's a highly specific item, such as an ointment for ophthalmic application, then we will refer to DPSL for their expertise."

In a laboratory redolent of freshly paved highway, vats of coal tar and petroleum jelly are mixed in a paint mill by technicians to create an ointment for psoriasis patients. "We make tons of the stuff," says DPSL Director Joanne Whitney. "But instead of the commercially made coal tar that's gritty and irritable, ours is as smooth as silk."

A large portion of this pungent ointment — DPSL produces 2,000 pounds each year — is applied to the bodies of patients at the UCSF Psoriasis and Skin Treatment Center, just blocks away.

Located at Laurel Heights, DPSL distributes nearly 500 types of medication to the UCSF medical centers, and sometimes to other UC medical centers, in every form imaginable, including suppositories, capsules, oral injections, ointments and intravenous solutions of varying strengths. If a pill needs to be divided into three equal doses or doctors want to experiment with a new way of administering a medication, the drug preparation specialists at DPSL usually have a hand in it.



Photos by Brad Foss

Jose Rodriguez, a pharmacy assistant at the Drug Products Services Laboratory, mixes coal tar and petroleum jelly to create an ointment for psoriasis patients. Linda Lopez, a lab technician, specializes in making drug capsules. Combined, Lopez and Rodriguez have put in 43 years of service at UCSF.

In just one year, more than 25,000 patient-specific intravenous nutrition packages, or parenterals, are made up and shipped out to nurses and doctors at Moffitt/Long and Mount Zion hospitals.

Under strict sterility guidelines, pharmacists and technicians monitor computers that deliver carbohydrates, amino acids and electrolytes, drip-by-drip, into one- and two-liter bags. And as patients' health and dietary needs change, so do the ingredients of their parenterals. "If they are diabetic, we add insulin. If they have stress ulcerations, we add H2-blockers, which keep the acidity down," Whitney says.

The lab is a valued hands-on educational site for pharmacy students, for whom opportunities are available as interns, apprentices and research assistants. An elective course that is taught in conjunction with DPSL is also available to fourth-year pharmacy students. One fourth-year student recently worked with veterinarians throughout the Bay Area to develop intravenous nutrition supplements for sick cats and dogs.

Scientists rely on the lab as a supplier of placebos, another necessity that cannot be purchased from drug companies but which are often used in clinical trials of pharmaceuticals before they are approved for broader usage. Matching real medications by weight, color and even taste, the lab aims to create fool-proof placebos to be used in double-blind experiments, in which neither the person administering the drug nor the patient taking it knows whether the medicine is real or fake.

Other products developed at the lab include cardioplegic solutions, mouthwashes to treat mouth sores in cancer patients, and a varnish dentists apply to the gums of gingivitis patients.

"Almost everything these days is manufactured by major drug companies," Louie says. "Taking raw materials and preparing medications is a lost art. DPSL maintains that expertise."

AIDS RESEARCH ROUNDUP

Patients respond well to growth hormone

AIDS patients who took daily injections of human growth hormone gained a significantly greater amount of weight, particularly lean body mass, than patients on placebo, researchers report.

Results of a newly published multicenter trial coordinated by researchers from UCSF also show that patients on growth hormone performed significantly better on treadmill tests at the end of the three-month study.

"Our results clearly demonstrate that growth hormone can help AIDS patients with wasting to gain lean tissue and lose fat," says Morris Schambelan, a UCSF professor of medicine (endocrinology) at SFGH and principal investigator in the study. "The magnitude of this response varies from individual to individual, and we are currently unable to predict who will benefit most. Patients who continue to take growth hormone, eat well, and are free of opportunistic infections, have gained up to 40 pounds over a two-year period."

Wasting is a serious concern for AIDS patients as it can compromise their ability to perform daily tasks. Studies have also found that patients with wasting are more likely to die sooner than those who maintain their lean tissues. Published in the Dec. 1 issue of the Annals of Internal Medicine, the study was sponsored by Serono Laboratories, which makes mammalian cell-derived human growth hormone.

Study explains how HIV enters human cells

In a study that helps to explain how HIV enters human cells, Gladstone Institute of Virology and Immunology researchers have identified the "docking" sites allowing the virus to attach to one of the receptors or ports of entry into the cell. In fact, researchers found multiple functional sites on a receptor called CCR5.

"If you consider HIV as being the key, you could say we were able to identify some of the notches in one of the locks on the cell for the HIV key," says Mark A. Goldsmith.

It has been known through earlier research by other investigators that HIV invades human cells by attaching itself to two receptors on the surface of cells. One binding site is the CD4 receptor. The second is CCR5, a chemokine receptor, which is normally used to bind proteins to the cell.

Scientists had known for some time that the CD4 receptor was a point of entry, but it wasn't until 1996 that it was discovered that, in order to infect humans, HIV needed to bind to a chemokine receptor as well.

"We know that lower mammals like mice don't get infected with HIV," says Israel F. Charo. "But mice have a CCR5 receptor that is 81 percent identical to the human CCR5 receptor. So we were able to take parts of the human CCR5 receptor and put it on the mouse CCR5. We kept substituting different parts of the human receptor onto the mouse receptor until we found the segments that allowed the mouse cell to become infected with HIV."

The segment of the CCR5 receptor that was most strongly correlated with allowing HIV entry is the amino terminal half of the receptor, particularly those portions of the protein that lie outside the cell surface. The other half of the receptor, called the carboxyl terminal, was less important, Charo says. "Our work shows that multiple segments of the receptor are involved, but the amino terminal end is most important," he says.

In addition to the HIV "key" to the receptor "lock," there is also a chemokine "key" since this is a chemokine receptor, Goldsmith points out. "There are notches in the lock for chemokines as well. We found that the HIV and the chemokine notches were not identical," he says. This is a particularly significant finding because it suggests the potential for the development of a drug that could block HIV from binding to the cell without blocking normal chemokine interaction with cells, the researchers say.

"One of the critical goals in drug development is to identify drugs that aren't toxic. If you blocked chemokine interaction with cells, there undoubtedly would be toxicity," Goldsmith says. "Now, in theory, you could target HIV 'notches' on the receptor and block HIV from entering the cell without disruption of the normal functioning of these chemokine receptors."

Tom Wachs

UCSF AIDS Program at SFGH gets support

Representatives from "Until There's A Cure Foundation," including Dana Cappiello, far left, and Kathy Scutchfield, far right, pictured here with Deb Gumbley and Dr. Paul Volberding of the UCSF AIDS Program at San Francisco General Hospital, visited Ward 86 for a program update and a tour of the clinic. This is the third year in a row that the foundation has selected the AIDS Program to participate in the SF Giants' "Until There's A Cure Day." Past support has helped to renovate Ward 86 and to expand the program.

Comment on plan to stop tenure clock

Faculty members have until Monday, Jan. 6, to comment on the University's latest proposal to revise Section 133 of the Academic Personnel Manual.

Earlier this year, the Univesity circulated for formal review a proposal to revise section 133-17 to remove the one-time limit to stopping the tenure clock for the birth or adoption of a child during a faculty member's eight-year probationary period.

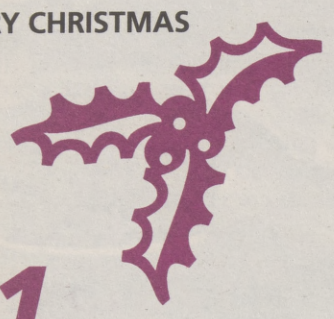
As a result of comments received from the campus community, the University now proposes a two-time limit to stop the tenure clock for the birth or adoption of a child. This proposed policy would extend a faculty member's probationary period to up to one year for each event of birth or adoption of a child, with a limit of two such extensions, and a maximum of two years off the tenure clock.

The proposed revisions can be found at http://www.ucop.edu/acadadv/acadpers/apm/review-2.html. If you do not have access to this Web site, call Stella Kiyota at 476-4574 to request a copy. Please send comments to Diane Dillon, Box 0400, or email her at (dillond@chanoff.ucsf.edu) by Jan. 6.

Dec. 25, 1996–Jan. 17, 1997

25 Wednesday

MERRY CHRISTMAS



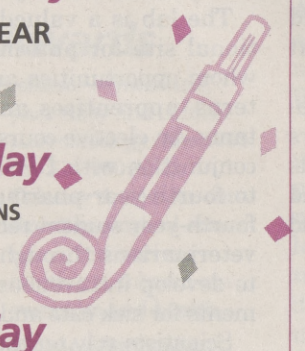
31 Tuesday

NEW YEAR'S EVE

FALL QUARTER ENDS

1 Wednesday

HAPPY NEW YEAR



2 Thursday

INSTRUCTION BEGINS

4 Saturday

SELF DEFENSE FOR WOMEN: Millberry Union Fitness Center, Studio 2. 10:30 a.m.-5:30 p.m. Cost is $40 for UCSF affiliates and seniors, $65 for general public.

LOW VISION FORUM: Robert Kim, UCSF assistant professor of ophthalmology, will talk about retinal infections and general eye care in the first part of a series of programs sponsored by the department of ophthalmology. Ambulatory Care Center. 11 a.m.-1 p.m. Free. Call 626-5313.

6 Monday

HOSPITAL NEW EMPLOYEE ORIENTATION: Langley Porter Auditorium. 8:30 a.m.-1 p.m. Department personnel representatives call John Frank at 476-3001.

NEW EYE SURGERY OPTIONS: Matt Jones, UCSF resident in ophthalmology, presents *Better Vision Now,* a discussion of ways to correct nearsightedness and astigmatism, from laser surgery to corneal implants. UCSF Beckman Vision Center, 8 Kirkham St. 6 p.m. Free. Call 476-5021.

UCSF NIGHT ON ICE: Enjoy an evening of ice skating at the Embarcadero Ice Rink, an event held exclusively for the UCSF campus community. Choose to skate during one of two sessions: 6-7:30 p.m. or 8-10 p.m. Cost is $5 per person and includes entry, skate rental and refreshments. Sign up early as space is limited to 250 skaters per session. Call EMPACT! for an order form at 476-2675 or visit their Website at (www.empact.ucsf.edu).

7 Tuesday

NEWSBREAK/MEDSOUNDS DEADLINE FOR NEXT ISSUE

ALTERNATIVE MEDICINE LECTURE SERIES: See upcoming events on page 5.

LECTURE ON DEPRESSION TREATMENTS: Carla Perez, a San Francisco psychiatrist, talks about conquering depression by learning the symptoms, causes and remedies. 6:30-8:30 p.m. Sponsored by the Institute of Healing Arts and Sciences. Cost is $29. To register and for location, call 665-7272.

TAY SACHS SCREENING FOR PREGNANT COUPLES: Sponsored by the Northern California Tay-Sachs Disease Prevention Program. For appointments, call 476-4080.

8 Wednesday

STUDENT RAPE PREVENTION PROJECT: This training prepares male and female students to participate in a UCSF student-initiated project that takes them into local high schools to teach how to prevent violence on dates. U 506, 533 Parnassus. 9 a.m.-4 p.m. Sponsored by the Women's Resource Center. To register, call Lucinda at 476-5223.

BROWN BAG LECTURE: Saul Rosenberg, associate clinical professor of psychiatry and associate research psychologist, presents *Combatting Procrastination in 1997.* N 225. 12:10-1 p.m. Sponsored by UCSF Public Service Programs. Call 476-4394.

9 Thursday

PRIORITIES FOR WOMEN'S HEALTH RESEARCH IN 1997: Faculty from the UCSF National Center of Excellence in Women's Health will present *Women's Health 1997: Resolutions for the New Year,* a discussion covering new research in women's health and community health, and future directions for research. Laurel Heights Conference Center. 8 a.m.-1 p.m. Free. Call 885-7273.

COLE HALL CINEMA: Millberry Arts & Performances presents *That Thing You Do.* Children under 14 pay $2; UCSF students and MU members, $2.50; UCSF staff, seniors and other students, $3; general public, $3.50. Cole Hall. 5:45 p.m. and 8 p.m. (Film subject to change). Call 476-2542 or visit (www.ArtsPerf.ucsf.edu).

SHAKESPEARE READING/DISCUSSION GROUP: Members of the UCSF community are invited to discuss Richard III in this new campus group. 7 p.m. For location and more information, contact Elisabeth at 476-5111 or (zurl@itsa.ucsf.edu).

10 Friday

COLE HALL CINEMA: Millberry Arts & Performances presents *That Thing You Do.* Showings at 6:30 p.m. and 8:45 p.m. See Jan. 9 listing for ticket information.

11 Saturday

VOCAL SKILLS: Ruth Rainero, a classical singer with 20 years experience teaching singing and speaking, presents *Speak Out,* a workshop that teaches participants how to use voice and body language for maximum effect. C 130. 9 a.m.-4 p.m. $45 to $60 sliding scale. The event is sponsored by the Women's Resource Center.

COLE HALL CINEMA: Millberry Arts & Performances presents *That Thing You Do.* Showings at 6:30 p.m. and 8:45 p.m. See Jan. 9 listing for ticket information.

12 Sunday

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

14 Tuesday

WORKSHOP FOR MANAGERS & SUPERVISORS: *Managing Transitions: Making the Most of Change,* is a free and confidential five-week workshop facilitated by Emmanuelle Sackriter, counselor with the UCSF Faculty and Staff Assistance Program. The workshop meets for five consecutive Tuesdays. Enrollment is limited to 10 people. To register, or for more information, call 476-8279.

ALTERNATIVE MEDICINE LECTURE: See upcoming events.

ENERGY MEDICINE: Phillip Scott, a spiritual counselor, will teach how to gain insight into repairing and amplifying the body for greater health, vitality and longevity. N 721. 12-1 p.m. Sponsored by the Institute of Healing Arts and Sciences. $40. For location and registration, call 479-5002.

CONTINUING EDUCATION

MEDICINE

For more information, call 476-4251.

Bay Area Seminars in Cytopathology. Thursday, Jan. 9 through Thursday, May 8. San Francisco.

Recent Advances in Neurology. Wednesday, Feb. 12 through Friday, Feb. 14. San Francisco.

DENTISTRY

For more information, call 476-1101.

Fourth International Symposium in Oral and Maxillofacial Surgery: Current Surgical Techniques: A Master Class by Acknowledged Experts (co-sponsored with UCLA School of Dentistry). Kauai, Hawaii. Monday, Jan. 27 through Friday, Jan. 31.

Local Anesthesia in Review for the Dental Hygienist. Saturday, Feb. 1. UCSF campus.

Endodontic Diagnosis and Emergency Management. Friday, Feb. 7. UCSF campus.

Third Annual Island Dental Colloquium (co-sponsored with University of Pennsylvania School of Dentistry). Monday, Feb. 17 through Friday, Feb. 21. Kauai, Hawaii.

COMPUTER TRAINING

Facilities Management offers the following classes for PC users. All classes held at the FM Training Room, 3130 20th Street. Shuttles leave from UCSF/Mount Zion, Parnassus and SFGH. Half-day class is $135, full-day is $215. Call 476-6825.

Excel III. Tuesday, Jan. 7, 8:30 a.m.-12 p.m. and Thursday, Jan. 30, 1-4 p.m.

Windows I. Tuesday, Jan. 7, 1-4:30 p.m.

Access I. Wednesday, Jan. 8, 9 a.m.-3 p.m.

Word for Windows III. Thursday, Jan. 9, 8:30 a.m.-12 p.m. and Wednesday, Jan. 22, 8:30 a.m.-12 p.m.

Excel IV. Thursday, Jan. 9, 1-4:30 p.m., Tuesday, Jan. 21, 1-4:30 p.m. and Friday, Jan. 31, 8:30 a.m.-12 p.m.

Word for Windows I. Friday, Jan. 10, 8:30 a.m.-12 p.m. and Thursday, Jan. 30, 1-4:30 p.m.

Word for Windows IV. Tuesday, Jan. 14, 8:30 a.m.-12 p.m. and Wednesday, Jan. 29, 8:30 a.m.-12 p.m.

Windows 95. Tuesday, Jan. 14, Thursday, Jan. 16 and Wednesday, Jan. 29, 1-4:30 p.m.

Excel I. Wednesday, Jan. 15 and Friday, Jan. 24, 8:30 a.m.-12 p.m.

Excel II. Thursday, Jan. 16, 8:30 a.m.-12 p.m. and Tuesday, Jan. 28, 1-4:30 p.m.

Word for Windows II. Wednesday, Jan. 15, 1-4:30 p.m. and Tuesdays, Jan. 21 and 28, 8:30 a.m.-12 p.m.

Windows II. Wednesday, Jan. 22, 1-4:30 p.m.

Access II. Thursday, Jan. 23, 9 a.m.-3 p.m.

DEVELOPMENT & TRAINING

The Telephone: Your Most Important Business Tool. Tuesday, Jan. 7, 9 a.m.-12 p.m. $55.

Vendor Payments. Wednesday, Jan. 8, 8:30 a.m.-12 p.m. $40.

Travel Expense Processing. Wednesday, Jan. 8, 1-4 p.m. $40.

Supervisor's Training Program. Meets seven Thursdays, Jan. 9 through Feb. 20, 8:30 a.m.-12 p.m. $130.

Processing Independent Consulting Agreements. Tuesday, Jan. 14, 8:30 a.m.-12 p.m. $40.

General Ledger and Accounting. Wednesday, Jan. 15, 9 a.m.-4:30 p.m. $50.

Material Management Workshop. Wednesday, Jan. 22, 8:30 a.m.-12:30 p.m. $40.

Resolving Employee Conflicts Before They Happen. Tuesday, Jan. 28, 9 a.m.-4:30 p.m. $90.

Project Management Basics. Wednesday, Jan. 29, 8:30 a.m.-4:30 p.m. and Thursday, Jan. 30, 12:30-4:30 p.m. $150.

For more information, call 476-4032.

AIDS/HIV SUPPORT

Anonymous and confidential caring, support and training for people with AIDS, those who have tested HIV-positive and others affected by the epidemic. Sponsored by UCSF AIDS Health Project, unless otherwise noted. Call 476-6430 for administrative office. Call client services at 476-3902 to schedule required intake interviews for groups (except drop-in group).*

Individual Risk Assessment and Referrals. By appointment.

Facilitated Ongoing Groups. For persons with HIV/AIDS and for caregivers, including a group for women caregivers.

Facilitated Time-Limited Groups. For HIV- gay and bisexual men, for HIV+ asymptomatic persons and for HIV+ heterosexual African-American men.

Monday Night Drop-in Group for HIV+/PWA. Call 476-3902 for location.

Drop-in Support Group for Women Living with HIV/AIDS: Meets every Monday. Free child care and beverages provided. Sponsored by Woman and Children's Specialty Program. A 45. 11 a.m.-1 p.m. Call 476-2417 or 476-7795.

15 Wednesday

BROWN BAG LECTURE: Eldon Schriock, director of UCSF Fertility Group and director of UCSF In Vitro Fertilization Program, presents *The A.R.T. of Getting Pregnant in the 1990s,* a discussion of assisted reproductive technologies. N 225. 12:10-1 p.m. Sponsored by UCSF Public Service Programs. Call 476-4394.

RESEARCH FUNDING WORKSHOP: The Office of the Vice Chancellor of Academic Affairs sponsors this workshop, titled *Getting Research Funding in Trying Times,* led by distinguished senior faculty members who will share their expertise in securing extramural support. Intended primarily for junior faculty, postdoctoral fellows, and advanced graduate students. HSW 300. 3-5 p.m. Call 476-1881 or 476-5742 if you plan to attend.

16 Thursday

BROWN BAG LECTURE: Chris Bjorklund, former consumer reporter for KGO, presents *Become a Savvy Consumer in 1997,* a discussion of the latest scams and rip-offs. Room 125 at Mission Center. 12-1 p.m. Call 476-4394.

DOMESTIC PARTNER BENEFITS PANEL DISCUSSION: A panel discussion titled *Advocating for Domestic Partner Benefits in the Wake of the Defense of Marriage Act* will focus on a domestic partner benefits policy proposed for UCSF by the Chancellor's Advisory Committee on Gay, Lesbian and Bisexual Issues. N 217. 12:10-12:50 p.m. Sponsored by the Women's Resource Center. Free. 476-5836.

MEDICAL OFFICE OPEN HOUSE: UCSF physicians and staff are invited to attend an open house to introduce the physician practices and ancillary services in the new UCSF/Mount Zion Medical Office Building, 2330 Post Street, 5-6:30 p.m. Practices to be shown include women's health, pediatrics, psychiatry and internal medicine.

Still time to contribute to the community

It's not too late to contribute to local health and human care service agencies this holiday season. The UCSF Employee Community Campaign, which contributes to the United Way Community Impact Fund, continues to accept your support. Staff have the option to give both to the Community Impact Fund and/or any non-profit agency they choose. For more information, call Katherine Riordan, campaign coordinator at Public Affairs, at 476-0729.

COLE HALL CINEMA: Millberry Arts & Performances presents *The Associate.* Showings at 5:45 p.m. and 8:15 p.m. See Jan. 9 listing for ticket information.

UC REGENTS MEETING

17 Friday

COLE HALL CINEMA: Millberry Arts & Performances presents *The Associate.* Showings at 6:30 p.m. and 9 p.m. See Jan. 9 listing for ticket information.

UC REGENTS MEETING

DISABILITY FROM THE DISABLED PERSPECTIVE: Muriel Parenteaur, a disability awareness trainer for Bay Area law enforcement who served on the Mayor's Council for Disability Concerns, will address why able-bodied and disabled people see disability so differently in her lecture, *There's More to Access than a Ramp.* Toland Hall. 12-1 p.m. Free. Sponsored by the Office of Affirmative Action/Equal Opportunity. Call 476-4752.

What's Happening

Regular meetings and ongoing support groups

Sunday

Healing Garden Working Days: UCSF/Mount Zion Cancer Center Healing Garden, 2356 Sutter. Call for dates: 885-3693.*

Monday

Art for Recovery: Monday and Thursday afternoons. Cancer Center, Infusion Center, second floor. Call Cindy Perlis at 885-7221.

Drop-in Support Group for Women Living with HIV/AIDS: Free lunch and beverages provided. A 45. 11 a.m.-12:30 p.m. Call 476-2417 or 476-9289.

Health Professionals in Recovery: For physicians, nurses, dentists, pharmacists, PhDs and others. Anonymous, 12-step emphasis. Meets twice a month. Noon. Call 476-8279.

Friends of Lois Al-Anon Meeting: Closed meeting: for friends & families of alcoholics only. Room 521, MCB. After Jan. 1, will meet in Room 3, MCB. Noon. Call 626-5633.

Breast Cancer Support Group: J 223, UCSF/Mount Zion Cancer Center, 2356 Sutter. 6-7:30 p.m. Pre-registration required. Call Debra Marks at 750-3155.

Colorectal Cancer Support: Second and fourth Mondays. Room 114, UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:30-8:00 p.m. Call 885-7585.*

Melanoma Support Groups: Meets first and third Mondays for patients and family members. Room 114, UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:30-8:30 p.m. 885-7585*

AIDS Health Project Meditation & Self-Hypnosis Workshop: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Room, Davies Medical Center 7-9 p.m. Call 476-3902.*

Tuesday

SFGH Circle of Sisters: Monthly networking forum for black women working and studying at UCSF/SFGH. Call 206-8314.

UCSF Staff Council Meeting: Third Tuesdays. 11 a.m.-1 p.m. S 609. Call 476-9977.

MHONA: For victims of trauma with cross disabilities. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Helpline at 759-7923 provided daily, 7 a.m.-10 p.m.*

Exercise & Physiology Class for Cancer Patients & Survivors: Mount Zion Cardiac Care Gymnasium. 12:30-1:30 p.m. Pre-registration required. Call 885-3693.*

Institute of Healing Meditation Class: Every second, third and fourth Tuesday. 12-1 p.m.C 417. Call 563-4459.

Institute of Healing Arts and Sciences Meditation Class: Tuesdays. Noon-1 p.m. Call 563-4459 for location.*

Campus Amnesty International Meeting: First Tuesdays. MU 111W. Noon-1 p.m. Call 566-8406.*

Gospel Choir Rehearsal at UCSF: Weekly at MCB. Noon. Call 502-0106.*

Parkinson's Disease Education & Support Group: For people with Parkinson's & their caregivers. Third Tuesdays. Christ Church, Lutheran, 1090 Quintara (at 20th Ave.). 2-4 p.m. Call 476-9276.*

Parnassus Players: UCSF's theater group meets first Tuesday at Millberry Union Conference Center. Times vary. Call 921-3231.*

Nurses' Pain Association Meeting: Second Tuesdays. C 254. 5:30-7:30 p.m.*

Women's Psychotherapy Group: Langley Porter. 6:00-7:30 p.m. For eligibility requirements and registration call Elaine 931-1958.

Gynecological Cancer Support Group Forming: 6:00-7:30 p.m. For location and registration call Debra Marks at 750-3155.

Brain Tumor Support Group: First Tuesdays. C 130. 7:00-8:30 p.m. Call 284-0208.*

Wednesday

Gay, Lesbian, Bisexual Association at UCSF Meeting: Second Wednesdays. Members of the Chancellor's Committee on Gay, Lesbian & Bisexual Issues attend. Call 282-9650.

Support Group for Family/Friends of Those with Mental Illness: For those interested in psychiatric disorders and treatments. Call Laura Deering-Mayclin at 476-7394.*

Latin American Campus Association Meeting: Second Wednesdays. HSW 508. Noon. Call Lucia DeLeon at 476-2010.

Latin Women Coalition: For Latina faculty, staff and students. Noon-1 p.m. Call 476-7117.*

Parnasus Al-Anon Meeting: For friends and families of alcoholics. Observers welcome. C 417. Noon-1 p.m. Call 626-5633.*

Tai Chi Classes: Staff welcome. UCSF/Mount Zion Cancer Center. Healing Garden, 2356 Sutter. 12-1p.m. 885-3693.*

Alcoholics Anonymous Meeting: Closed meeting: Conference Room 3, first floor, MCB. 12:05 p.m. Call 621-1326.

MHONA: For victims of trauma with cross disabilties. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Helpline also provided daily, 7 a.m.-10 p.m. at 759-7923.*

Trauma/Injury Support Group: First and third Wednesdays. SFGH Library, Bldg. 30, room 3101. 2:30-4 p.m. Call Laurie Barkin at 206-8402 or Dr. Yigal Ben-Haim at 753-1000.

Incest Survivor Support Group for Women : Must attend for one year. 5:30- 7 p.m. For screening, call 476-7526 or 476-7085.

San Francisco City Chorus Rehearsal: 7 p.m. Call 765-SONG.

Eating Disorders Support Group: Open to anyone dealing with an eating disorder in themselves or others. Meets first and third Tuesdays. M 688. 7-8:30 p.m. Call 332-3425.*

Co-Dependents Anonymous Meeting: 12-step program for people with dysfunctional relationships. A119, LPPI. 8-9:30 p.m. Call 432-3529.*

Thursday

AWAKE Meeting: Alert, Well And Keeping Energetic is a support and education group for people with sleep apnea and their families. Third Thursdays. Bring CPAP equipment for check-up. Call 885-7886.*

Gospel Choir Rehearsal at UCSF: Weekly rehearsals at Parnassus. Noon. Call 502-0106.*

Head & Neck Cancer Surgery Support Groups: Separate groups for patients and families meet on second and fourth Thursdays. J 221, UCSF/Mount Zion Cancer Center, 2356 Sutter. 1-2 p.m. Call first 885-7623.*

Association of Clinical Research Nurses Meeting: Meets every other month, alternating between UCSF and Stanford. 5:45-7:30 p.m. Call 476-0683.*

Support Group for Women Living with Life-Altering Illness: Alternate Thursdays. 6-8 p.m. Call 775-2854 to pre-register.*

Friday

Circle of Sisters: Networking forum for black women working and studying at UCSF. Second and third Fridays. Noon-1 p.m. Call 502-5666.

Weight Watchers Meeting: S 159. Noon-12:45 p.m. Call 476-6148 or 476-6241.*

Alcoholics Anonymous Meeting: Closed meeting: C 417. 12:10-1 p.m. Call 621-1326.*

Lakeside Senior Medical Center Caregiver Support Group: First Fridays. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call 986-2305.

For information on 12-step and support groups call the Bay Area Self-Help Center at 772-4357 or the Mental Health Association of San Francisco at 882-6230.*

*OPEN TO THE PUBLIC

Newsbreak deadline

Tuesday, Jan. 7 is the deadline for items to be listed in the next calendar, which covers Jan. 18-31, 1997 (two weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Send information for calendar items to Brad Foss at (bfoss@itsa.ucsf.edu), mail it to Box 0462, send a fax to 476-3541, bring it to UCSF/Laurel Heights, 3333 California St., Suite 103 or call 476-3163. To submit information for Newsbreak/Medsounds send email to Lisa Cisneros at (cisnero@itsa.ucsf.edu), or fax it to her at 476-3541.

Breast cancer screenings

Women can have low-cost mammograms – X-rays to screen for breast cancer – from a mobile van that travels to convenient locations in the Bay Area.Women need the approval of their physician, in addition to their doctor's full name, address (including room number & zip code) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $75. Call 476-2193 between 9 a.m. and 3 p.m. to make an appointment.* Listed below are dates when the van will be at UCSF locations. Call 476-2193 for a full schedule.

- Friday, Jan. 3: UCSF/Parnassus at Medical Center Way.
- Monday, Jan. 6 through Thursday, Jan. 9: UCSF Laurel Heights at 3333 California Street.
- Friday, Jan. 10: UCSF/Lakeshore Plaza at 1501-1599 Sloat Blvd.

UPCOMING EVENTS

Series examines roots of alternative medicine

Guenter B. Risse, professor of history of health sciences, is giving a series of lectures that address the historical roots of America's current alternative medical practices from noon to 1 p.m. on Tuesdays, January 7 through March 11 in HSW 300.

The series is free, open to the public, and may be taken for one unit credit. The first lecture is entitled "Alternative or Complementary Medicine: Historical Perspectives, A New Global Eclecticism." On Jan. 14, Risse will present "Alternative or Complementary Medicine: Historical Perspectives, Traditional Asian Healing Systems." For more information about the series, call the Department of the History of Health Sciences at 476-2766.

Celebrate the life of Martin Luther King Jr.

A series of special events is planned in January to celebrate the life and work of the late civil rights leader, Dr. Martin Luther King Jr.

- A UCSF faculty member, staff member and student will be awarded in his honor for promoting mutual respect, understanding and appreciation for the cultural and ethnic diversity on campus at a ceremony slated for 3:30 p.m. on Tuesday, Jan. 21 in Cole Hall.
- UC Berkeley professor of sociology Harry Edwards will present "Reassessing the Dream," a discussion of what King's work means today from 12:10 to 12:50 p.m. on Wednesday, Jan. 22 in N 225.
- "A Global Village Celebration" of music, dance and international food will be held from 5 to 8 p.m. on Thursday, Jan. 23 at the Millberry Union Conference Center.

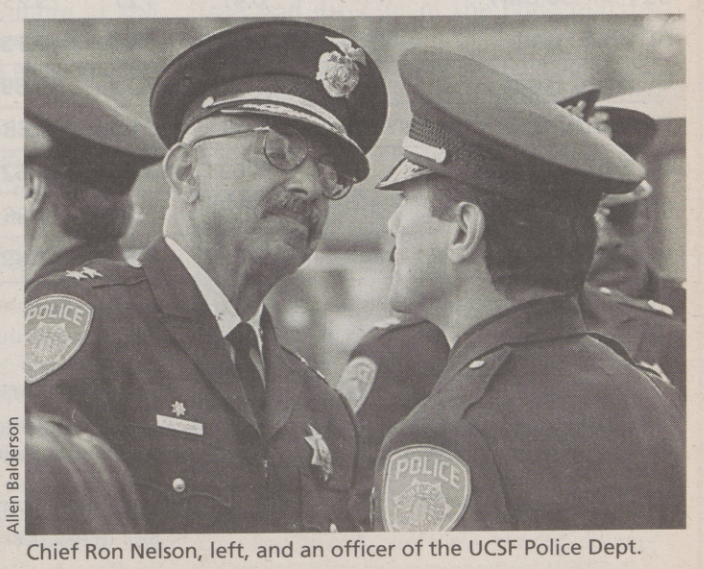
These free events are sponsored by the MLK Commemoration Committee and the Women's Resource Center. For a full schedule of events, call 476-5222.

Dean to present prize in student research

Medical School Dean Haile Debas will present Kathryn Chu and Michael Zimmerman with the Dean's Prize in Student Research at 1 p.m. on Wednesday, Jan. 22, at the Millberry Union Conference Center. Chu, a third-year medical student, is the author of "Emergence of Epidemic Uveitis as a Complication of Leptospirosis in South India." Zimmerman, a fourth-year medical student, authored "Inhibition of Vascular Endothelial Growth Factor Suppress Primary Prostatic Tumor Growth and Metastasis." The Tenth Annual Medical Student Research Poster Session begins at noon and will resume after the awards ceremony. RSVP by Wednesday, Jan. 15 to Anna Jarrard, Office of Curricular Affairs, at 476-2347 or email her at (jarrarda@medsch.ucsf.edu).

UCSF police public hearing

As part of a process to receive accreditation by the Commission on Accreditation for Law Enforcement Agencies (CALEA), the UCSF Police Department will hold a public hearing at 6 p.m. on Monday, Jan. 27 in the Millberry Union Conference Center. Employees and community members will be able to comment on the department's ability to comply with CALEA's standards, copies of which are available at the department. For more information, see page 6.



Allen Balderson

Chief Ron Nelson, left, and an officer of the UCSF Police Dept.

Give blood

In recognition of blood donor awareness month, a campus blood drive is set from 9 a.m. to 5 p.m. on Wednesday, Jan. 29 at Millberry Union Conference Center. Blood donations are accepted on an ongoing basis weekdays, from 8:45 a.m. to 7:45 p.m., and on Saturdays, from 9 a.m. to 4:30 p.m. at UCSF's Blood Donor Center, L 131. For information and appointments, call 476-6989.

Three-part TB course

The Francis J. Curry National Tuberculosis Center will hold a three-part course entitled "TB 2000: Fundamentals of Clinical Tuberculosis and Tuberculosis Control." TB screening, diagnosis and treatment will be discussed on Thursday, Jan. 23. Prevention, institutional controls and personal respiratory protection against the disease will be the focus of discussion on Thursday, Jan. 30. On Thursday, Feb. 6, TB and HIV, pediatric TB, public health measures against TB, and health care policy will be addressed. Classes meet from 10 a.m. to noon. Pre-registration is required. Contact Harriet Lem at 502-7906.

Women and HIV conference

The Fifth Annual "Women and HIV Conference" will be held from 9 a.m. to 4 p.m. on Thursday and Friday, January 30 and 31, at the Ramada Hotel Civic Center, 1231 Market St. On-site registration begins at 8 a.m.

The conference is intended for health care providers, social workers, health educators and outreach workers involved in the care of women, and women living with HIV. Topics include "Ethical, Legal and Policy Issues," "Clinical Issues of Women Living with HIV," and "HIV Throughout the Life Cycle." Cost varies and group rates are available. The conference is sponsored by the San Francisco Department of Public Health's STD/HIV Prevention Training Center, UCSF, and the Centers for Disease Control and Prevention. To receive a registration form, call the San Francisco STD/HIV Prevention Training Center at 554-9630.

Pediatrics conference

The Fourth Annual Update in Behavioral/Developmental Pediatrics, sponsored by the UCSF Office of Continuing Medical Education, will be held Saturday, Feb. 1. Pre-registration is advised, but there will be registration on the day of the event as space permits.

The program is designed to address recent clinical approaches for particularly challenging childhood disorders and for common dilemmas of assessment and management. Program chairs are Lawrence Diller, assistant clinical professor of pediatrics, Glen Elliott, associate professor of psychiatry and the director of the division of child and adolescent psychiatry, and J. Lane Tanner, associate clinical professor of pediatrics and interim director of the division of behavioral and developmental pediatrics. Cost of the seminar ranges from $50 to $125. For more program or registration information, call 476-4251.

Elder cargegivers get support group

By LISA CISNEROS

Imagine wrestling with the decision to put your dad in a nursing home, coping with the loss of your mother's memory or worrying about whether your grandparents will sleep soundly through the night.

That's what three UCSF employees experience daily as the primary care givers to their elders. A few Mission Center employees shared their stories with their coworkers in a class designed to help them get the guidance and support they need as they care for their aging relatives.

One woman described the angst she and her sisters felt when deciding to place their father in a nursing home. "We felt a lot of guilt. We prayed for the day that he would accept the fact that he was in there for good because he kept asking us, 'When am I going home?' But now that he has finally accepted it, it's still hard because he's depressed."

Whether it's finding a quality senior home, learning to cope with depression or debilitating diseases of their elders, UCSF employees face tremendous challenges. And as life expectancy of Americans continues to rise, more adult children are taking on primary responsibility for relatives in their twilight years, says Jane Mahakian, licensed clinician for the UCSF Child & Elder Care Referral Service.

In response to an increased demand for elder care services, UCSF is launching a support group for faculty, staff and students. Modeled after the elder care class, which provides practical information on how to find quality care or deal with stress, the support group will give participants an opportunity to speak out freely in a confidential setting. "It's important for them to find a place where they can safely vent their feelings," Mahakian says. "Care givers should make sure to take care of themselves because if they're on overload, they're not going to be as effective for their parent."

The 10-week support groups, which will meet on the Parnassus and Mission Center campuses beginning in January, will be limited to 10 participants each. The elder care support group on Parnassus will begin on Wednesday, Jan. 8. The Mission Center group will meet on Thursday, Jan. 16.

Mahakian also provides one-on-one consultations for employees who need assistance finding community services or specific solutions to their elder care concerns.

As its name implies, the UCSF Child & Elder Care Referral Service also helps the campus community find child care facilities. This year, Pauline Lee, a social worker, was hired part-time to assist students get child care information and referrals. Lee also provides dependent care workshops specifically for students and is developing a database of child care providers whose services are both affordable and convenient for UCSF students. Students interested in meeting with Lee individually may call 502-7816 to arrange an appointment.

To register for the elder care support group, call 476-2692.

Lisa Cisneros

Pauline Lee, left, and Jane Mahakian

Wear a button, get a light bulb

Wear a button that calls for saving water and energy and you could win a prize that saves you money — and energy.

The buttons, "Save water. Save energy. It's the right thing to do" are being distributed as part of UCSF's Water and Energy Awareness campaign to help encourage conservation of these resources on campus. The buttons, like the campaign logo, incorporate a blue design of waves and lightning bolts.

SAVE WATER ENERGY
IT'S THE RIGHT THING TO DO!

As a way to raise awareness and recognize support for the campaign, spotters will be on the lookout for anyone wearing the button and will randomly award button-wearers with a compact fluorescent bulb. Compared to an incandescent light bulb, which uses 100 watts and costs about one cent per hour, a compact fluorescent bulb uses 27 watts and costs about one cent for every four hours, according to PG&E.

Anyone interested in obtaining a water-energy button may call the campaign hotline at 502-8350, or can email (hydrowatt@fm.ucsf.edu). Buttons are available at the Medical Sciences lobby desk and the Moffitt/Long information desk.

UCSF Police Dept. seeks accreditation

Seeking highly-prized international recognition of law enforcement excellence, the UCSF Police Department will be reviewed by the Commission on Accreditation for Law Enforcement Agencies Inc. (CALEA) on Saturday, Jan. 25 through Wednesday, Jan. 29.

A team of assessors from CALEA will examine all aspects of the police department's policy and procedures, management, operations and support services, says Karen Newhouse, special assistant to Steve Barclay, the vice chancellor of administration at UCSF. Assessors will review written materials, conduct interviews, and visit campus locations to check for compliance to some 349 standards.

As part of the on-site assessment, members of the campus community are invited to offer comments to the assessors at a public hearing on Monday, Jan. 27 at 6 p.m., in the Millberry Union Conference Center.

"To attain the status of accreditation is an important milestone," says Police Chief Ronald Nelson. "The UCSF police department would be the first college or university police agency in the state of California to achieve this status."

The accreditation program was established in 1983 to develop a set of law enforcement standards for excellence. The accreditation process is similar to those that universities and hospitals go through in order to achieve outstanding status in their respective fields. Once the Commission's assessors complete their review, they report back to the full Commission, which then judges whether the agency is to be granted accreditation.

Those who cannot attend the hearing are invited to call in their comments to 502-7771 on Tuesday, Jan. 28, from 1 to 5 p.m. or write to the Commission on Accreditation for Law Enforcement Agencies Inc., 10306 Eaton Place, Suite 320, Fairfax, Virginia, 22030-2201. Comments must address the department's ability to comply with the Commission's standards. A copy of the standards is available at the UCSF Police Department. For more information on the Commission, call 800/368-3757 or 703/352-4225.

Protect your property

You may get a lucky break the next time you leave valuable belongings unattended at work.

As part of a campus-wide crime prevention program, UCSF police and campus safety officers are issuing employees notecards that say, "If I was a Thief, I Would Have Stolen...," followed by a checklist that includes items they may have left up for grabs — like coats, radios and purses. Police and safety officers hand out the notes during regular patrols throughout campus as reminders to protect personal and University property.

"The whole idea is to get the attention of the person," says Sgt. Dennis Hazen, who heads UCSF's Crime Prevention Program.When officers find items left unattended and are unable to secure them, the items are taken to the police department and held for safekeeping, he says. "You'd be surprised. A lot of times we find valuable items, like computers, that have been delivered after working hours and left outside an office door," Hazen says.

The UCSF Police Department provides tips to University departments on ways to make their offices safe. Special crime prevention tips for the holiday season are also available. Contact the UCSF Police Crime Prevention Section at 476-8901 or 476-5683 for more information.

Lisa Cisneros

Big man on campus

Candice Lim sits on Santa's lap at the seventh annual holiday crafts fair — the largest ever — sponsored by EMPACT! Seventy-five employees and community artisans displayed their treasures in booths that spread well beyond the Millberry Union Gym. Entertainers at the fair included composer/pianist Robert Firpo-Cappiello, the UCSF Gospel Choir and Santa, alias Richard Starr, a volunteer greeter at Moffitt Hospital.

Investment Fund Performance

Total rates of return for the UC 403(b), DCP, and comparative indices

Ending Nov. 30, 1996

UC Fund/Index	1 Month	3 Month	12 Month	5 Year*	Year To Date
UC Savings Fund	**0.49%**	**1.51%**	**6.25%**	**6.96%**	**5.69%**
US T-Bill (1-Yr)	0.44	1.37	5.48	4.78	5.03
UC Money Market Fund	**0.45**	**1.36**	**5.55**	**4.65**	**5.04**
US T-Bill (30-Day)	0.41	1.27	5.23	4.20	4.72
UC ICCF Fund	**0.61**	**1.85**	**7.75**	**8.15**	**7.05**
UC Bond Fund	**5.56**	**17.71**	**15.89**	**13.53**	**12.70**
Lehman Bros. Gov't/Corp/Yankee	1.84	6.07	5.58	8.14	4.05
UC Equity Fund	**7.69**	**13.06**	**20.52**	**17.23**	**20.68**
S&P 500	7.59	16.75	27.86	18.19	25.53
UC Multi-Asset Fund	**3.97**	**8.56**	**12.89**	**11.33**	**12.02**

* Annualized rate of return reflects average over the past five years.

Unit values for variable funds as of Nov. 30, 1996:

Equity	**$166.99**
Bond	**$89.65**
Multi-Asset	**$20.07**

Unit values are similar to mutual fund share prices and change monthly to reflect changes in the market value of the fund's underlying investments, inclusive of interest and dividend income.

Past performance is neither a guarantee nor a predicter of future returns.

Source: Jerry Neal, UCSF Benefits and Financial Planning

MEDICAL CALL BOARD

Psychiatry Care Clinic recruits patients, offers men's support group

The Psychiatry Care Clinic at UCSF is recruiting managed care patients to evaluate health services for people coping with chronic medical illness such as diabetes, respiratory problems or hypertension. The study is designed to understand the relationship between chronic medical illness and emotional distress.

Recent research has shown that people distressed about their chronic illness have more difficulty adhering to treatment than those who are not distressed. People who learn to cope with their illness feel better and are more active. The Psychiatry Care Clinic offers several different services to help people cope more effectively.

Those interested in participating in the study and who have HMO managed health care benefits, such as HealthNet, TakeCare/FHP or Secure Horizons, and are enrolled with the UCSF Medical Group, can call Justin Hecht at 476-7569 for more information.

In related news, the clinic is offering a brief, focused men's therapy group beginning in February. For more information, call Randall Meadows at 719-4973.

Neurophysiology

The Clinical Neurophysiology Laboratory is recruiting healthy adults who are willing to serve as "patients" during an examination of technical skills. The lab is hosting the American Board of Registration of Evoked Potentials Technologists on Feb. 15 and 16 for the purpose of testing lab workers. For more information or to participate, call 476-1986 or email (Michelle@email.his.ucsf.edu).

Medsounds

Dave Milward

Goodman stands by her art at Mount Zion.

Art expresses warmth within

Few patients ever think about the philosophy of their hospital, but new artwork in the UCSF/Mount Zion lobby provides visitors with some food for thought.

A new wall sculpture is emblazoned with the UCSF/Mount Zion mission statement: "Healing, grounded in learning, and supported by acts of personal kindness." The statement was adopted by the Mount Zion board of trustees on the occasion of the hospital's 100th anniversary in 1987 and has since been adopted by the entire UCSF Medical Center.

The glass and copper sculpture, titled "The Warmth Within," is the work of glass artist Barbara Goodman of Ross, who was guest of honor at a reception at UCSF/Mount Zion on Nov. 21. Another glass artwork by Goodman, titled "Love's Recovery," is a response to the wall piece. Both works accompany a major refurbishment of the lobby that includes fresh paint, new carpeting and reupholstered furniture.

The artist and her husband, Charles Goodman, have donated both works to the hospital.

In the wall sculpture, Goodman sandblasted the mission statement in block letters into the surface of the glass, to give the piece simplicity. Cobalt blue was chosen as a background color for its peaceful quality while a golden form at the upper right side of the work symbolizes the sun.

"It adds a tremendous amount of warmth and a sense of comfort to people looking at it," UCSF/Mount Zion director Marty Diamond says of the artwork. "It's a welcome ingredient to the hospital."

Goodman says she was inspired to undertake the project during visits with her friend Cindy Perlis, director of the Art for Recovery program at UCSF/Mount Zion.

"I got a good feeling about the hospital and wanted the warmth to be in the lobby. I wanted to express the beauty I felt within the staff and caregivers to extend through the lobby. I wanted to give patients a pleasant sense, since a hospital is not exactly where people choose to be," Goodman says.

The second sculpture consists of a plate of woven glass strands with a heart shape in the center. Different colored glass strands flow through the heart. "The idea is that there are many ways to find health, well-being and love," Goodman says.

— Dale Martin

Apply for customer service grants

To ensure that the initial experience of new patients at the Medical Center is a positive one —and keeps them coming back — the UCSF Medical Group and Medical Center are rolling out the "Respect Program," designed to put the best ideas of staff into practice to improve customer service.

The program will award grants to staff who propose projects that would boost patient service and satisfaction. Staff who have ideas on how to minimize patient waits, use new technology to gather patient histories or better communicate to referring physicians, may be awarded funds through the Respect program.

The deadline to apply for these inhouse customer service grants is Jan. 10.

In recent years, the Medical Center has improved clinical and administrative services by asking front-line staff to examine current operations and to determine what changes could be made to better serve patients as well as referring physicians. The ideas of staff at all levels have been incorporated into such major revisions as forming teams to provide a more coordinated approach to inpatient services and opening the Transfer Center to ease the transition of patients from one hospital to UCSF.

"The UCSF Medical Center has entered a new era in which the outcome of competition for patients will determine the survival of all health care enterprises," says Russ Laros Jr., director of the UCSF Medical Group. "In this environment, the systems that thrive will be those in which patients and payors perceive the highest value for their health care dollar."

While technical expertise is one component of value, it may pale in comparison to access and user-friendliness, Laros explains. "There is little doubt that UCSF provides a superb level of medical care, yet our lack of emphasis on patient- and referring physician-friendliness make us less competitive than we would be otherwise.

Laros

"This is an opportunity for you or your area to actualize the customer service ideas that you feel would enhance the positive experience of your customers and really make a difference," he says.

Grants that simply ask for more money to add staff to complete existing work are unlikely to be funded. Criteria for judging service improvement plans are as follows:

- The plan describes an intervention which, if carried out, could lead to important and prompt change in UCSF's ability to deliver excellent clinical services in a user-friendly manner.
- The plan describes an intervention that will impact particularly on UCSF's care of Brown & Toland patients. This may promote proposals dealing with the outpatient setting.
- The plan includes an evaluation of the impact of the change, allowing for potential dissemination and even export of its results to other parts of the clinical enterprise.
- The plan describes a program that could fuse the efforts of previously distinct divisions/units to create new synergies.

Repetitive stress (from page 8)

Edward Diao, chief of hand and microvascular surgery service at UCSF, wants to provide those patients with the best surgical alternatives possible.

Using patient satisfaction surveys and clinical data, Diao will analyze two methods of carpal tunnel release (CTR), a surgical procedure for carpal tunnel syndrome, the second most common industrial injury requiring employees to miss work. An estimated 200,000 patients received CTR last year, making it the most common orthopaedic procedure in the US, says Diao.

The need for outcome studies is obvious, he says. "The patient is ultimately the consumer," says Diao, whose study will measure sensation, grip strength, pain and overall hand motion before and after surgery. Results will be analyzed demographically.

Diao and co-investigator Thomas Trumble, chief of hand and microvascular surgery service at the University of Washington Medical Center, will compare data from roughly 400 patients who receive "open" CTR and those who opt for the less intrusive, "endoscopic" CTR.

In both methods, surgeons sever the transverse carpal ligament to relieve pressure from the adjacent median nerve. Open CTR requires cutting open the patient's palm to expose the compressive ligament that is then cut with a scalpel, from the outside-in. In endoscopic CTR, a much smaller incision is made at the wrist to make way for an endoscope with a tiny, retractable blade that slices the ligament, from the inside-out.

"A study that develops validated practice guidelines based on prospective data will provide a powerful lobby to maintain appropriate patient access to treatment that has high patient satisfaction with improved functional outcomes," Diao says.

The California Occupational Safety and Health Standards Board recently adopted safety standards that would apply only when two employees performing identical tasks at the same company report work-related injuries. Worksite evaluation and repair, as well as educating employees about the causes of their injuries will be mandated. Pending administrative action, the standards will go into effect by mid-January.

The standards represent a compromise between labor organizers, who sought strict regulations for years, and employers, who feared standards would be expensive to implement.

The root of the problem, Diao says, echoing Markison and others, is that employers and workers are too often uninformed about simple, inexpensive ways to limit injuries and missed work days.

For now, UCSF Employee Rehabilitation, a unit of disability management services in human resources, conducts workstation assessments, and makes recommendations to the employee as well as to the supervisor regarding modifications to the workstation that will alleviate problems. Environmental Health and Safety also conducts work-station assessments and training.

"As standards are developed, it will be important for those of us at the University who are involved with these issues to make sure the word gets out," Katz says.

Reunion (from page 8)

unit has performed 630 transplants, largely on patients with leukemia. Combined with the advances in chemotherapy that first occurred in the 1970s, the advent of bone marrow transplants has been a breakthrough in treating adult leukemia, according to Charles Linker, UCSF clinical professor of medicine and director of the bone marrow transplant program.

"It's tremendously gratifying to see someone who is alive and healthy because of our efforts. It's a treatment that saves lives and that's why we do it," he says.

Bone marrow patient Joanne Andrego, center, is joined by two nurses that cared for her, Alicia Popino and Carol Viele, at right, during the recent patient reunion party at UCSF.

MIXED MEDICAL BAG

Code Pink drill is successful

The UCSF Medical Center's latest unannounced "Code Pink" drill to train staff on what to do if a baby is kidnapped was a smashing success, reports Pete Balestreri, head of security.

"The suspect was caught eight times," says Balestreri, of the woman who was holding a doll as she attempted to flee the hospital on Nov. 21.

The "Code Pink" drills, held twice a year, an overhead page alerts staff to a possible infant abduction. Staff is instructed to search all avenues of escape, such as elevators and corridors, and to call UCSF police if they see anything suspicious.

"Numerous other people called in her description," Balestreri adds.

Register the easy way

Whether you are a patient renewing your managed care plan with the Brown & Toland Medical Group, or signing up for the first time, there is an easy way to register and obtain a valid UCSF patient card without waiting in long lines.

If you are one of 17,000 previously enrolled managed care patients, you should have already received a registration form. These can be mailed to Registration Services at Box 0310 through campus mail. If you did not receive a mail-in renewal form, call Registration Services at 476-4714.

New patients can receive registration forms by calling Registration Services at the above telephone number, or by picking up a form at the first floor of the Ambulatory Care Center, 400 Parnassus. For more information, call 476-4714.

Garage opens at Mt. Zion

A new public parking garage will open on Jan. 2 at the UCSF/Mount Zion Medical Center campus. Located on the lower levels of the new medical office building at the corner of Divisadero and Sutter, the garage will be open from 6 a.m. to 9 p.m. Monday through Friday and will be operated by the UCSF Parking & Transportation Department. Motorists can enter the garage from Sutter Street. Parking fees are $2 an hour, the same rate as on the Parnassus campus.

Medical office hosts open house on Jan. 16

UCSF physicians and staff are invited to attend an open house on Thursday, Jan. 16, from 5 to 6:30 p.m., to introduce practices and ancillary services in the new UCSF/Mount Zion Medical Office Building located at 2330 Post St. Practices to be shown include women's health, pediatrics, psychiatry and internal medicine.

UCSF
Medsounds

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Patients, staff reunite to celebrate life

By DALE MARTIN

For Joanne Andrego, a former leukemia patient at UCSF, this season is especially precious because it marks the four-year anniversary of a bone marrow transplant that saved her life.

As part of that anniversary, Andrego joined several hundred people from throughout the Bay Area on Dec. 14 for the Ninth Annual Patient Reunion Party sponsored by the hematology and oncology departments at UCSF.

"Life is so much better now, and it keeps getting better."

–JOSEPH SANT
Patient

Judging by the growing attendance each year, the event at the Faculty Alumni House has proven to be a hit since it was first started by two UCSF nurses. "It's the highlight of my year. I make it a priority," says Andrego, a 33-year-old Fremont resident who was diagnosed with leukemia in July 1992.

Andrego, who has since become a student in the UCSF pediatric nurse practitioner program, was in the bone marrow transplant unit of the UCSF Medical Center two times in 1992, each lasting more than a month. Now she observes that phase of her life by attending the party.

"It's another year out for me. I feel it's one more year I can put behind me," she says.

Joseph Sant, a 34-year-old Concord police officer, also attended the party, marking the second anniversary of his bone marrow transplant for leukemia. Although he's had tough times, Sant is healthy and has been back to work full-time since February.

"I was given a second chance," says the father of two. "Life is so much better now, and it keeps getting better."

In addition to renewing relationships with nurses and physicians, Sant says, "It's great to see people who were on the ward with me and to see they are doing well."

Although the party has become a significant milestone for patients, it has also been an important event for medical staff who don't always get to see their success stories.

"We wanted to do something that would keep the energy going on the part of the staff," says Lauran Johnson, nurse manager of the bone marrow transplant unit. "We don't always keep in contact with those patients we send off to the world. This allows us to do that."

"It's very, very rewarding for all of us," says Claire Alexander, a nurse who was instrumental in starting the event.

In the 10 years it has been in operation, the UCSF bone marrow transplant

(See **Reunion** on page 7)

Karen Preuss

Receiving toys donated by the Rip City Riders are, from left, Lynn Goldman, who coordinated the project for the UCSF Pediatric HIV Program, and Dennis Seeley and Barbara Tajimi, both with the UCSF Institute for Health Policy Studies who volunteered for the day.

Holiday caravan contributes to kids

A caravan of motorcycle riders showed their spirit this holiday season with a special ride to drop off toys for children who are being treated for HIV at UCSF or who are from disadvantaged families.

Sponsored by the Rip City Riders and SF Fire Fighters, the annual "Toy Run Project" benefitted the UCSF Pediatric HIV Program and the SF Fire Fighters Toy Program.

The "Toy Run" was coordinated by Linda and Steve DeLaney of the Rip City Riders. "The project gives club members another opportunity to ride and a way to make a contribution to others," says Linda.

Along with several other UCSF staff members, Lynn Goldman of the UCSF Pediatric HIV Program, was on hand to receive the toys at Old Station 30.

The UCSF Pediatric HIV Program currently oversees the care of more than 160 infants and children from throughout Northern California and as far south as Bakersfield. The youngsters represent the entire spectrum of HIV infection.

Brad Foss

From left, are Rufus Clay, Bernard Sue, James Mickle and Michael Mullen

Stellar food service deserves accolades

How many employees in your department does it take to account for 144 years of service? In UCSF's department of nutrition and dietetics, the answer would be a mere four.

James Mickle, Bernard Sue, Michael Mullen and Rufus Clay have each worked more than 30 years in food services at UCSF/Mount Zion.

"They're just stellar employees," says Leon King, director of nutrition for the Medical Center. "When you look at dedication, these people really have it."

King says these elder statesmen deserve our "THANKS."

Mickle, who plans to retire at the end of March — completing 43 years — says that since the 1950s, he and his fellow workers have referred to themselves as The Mount Zion Family.

Considering everybody they fed as family, Clay and Sue have prepared diverse dishes over the years representative of Mexican, Hawaiian and Far Eastern cuisine.

Has the food gotten better over the years? "The food's always been better since I've been cookin' it," jokes Clay.

Sue, who learned to cook through vocational training at Galileo High School in San Francisco and then in the US Army, says he enjoys interacting with doctors. "I've a lot of respect for them," he says.

T.H.a.N.K.S!
"To Honor, Acknowledge, and Note Kindness and Service"

UCSF seeks to find best ways to treat soaring cases of repetitive stress injuries

By BRAD FOSS

As the number of repetitive stress injuries in the U.S. soars, experts believe a multifaceted effort is needed to bring relief. Health care providers, lawmakers, employers, and America's workforce all have a role to play.

At UCSF, the number of repetitive stress injuries (RSI) per fiscal year grew from just one claim in 1981, to 25 by 1991. Last year, a record 89 claims were filed with Disabilities Management Services. Officials believe the rise is proportionate to employees' increased usage of computers in the office and at home.

"Now you can communicate with almost anybody," says Julius Katz, interim disability management services manager at UCSF. "More people are using email, which I see as an overall reflection of the increase in computer use. However at UCSF, our claims do not appear to be due to email or the Internet use, but rather to sustained data entry or other sustained keyboard use."

The Clinton Administration recently announced plans to develop ergonomic standards to curb RSIs at the workplace, a move that California legislators have already made.

But while policies are being formed, caseloads of injured workers continue to mount, and UCSF doctors and vocational rehabilitation experts are busy examining how to best treat and prevent these ailments.

Robert Markison, an associate clinical professor of surgery and co-founder of UCSF's Health Program for Performing Artists, believes the diagnosis and treatment of repetitive stress injuries, such as carpal tunnel syndrome (CTS), have become myopic. Markison says diagnosis and treatment should address a patient's behavior and physiology equally. He prescribes relaxation techniques to improve bloodflow to the hands and recommends that patients adjust whatever behavior is causing their pain.

"In many patients, pain is decreased without resorting to splints or surgery," he says. For example, in treating a symphony trombonist, Markison uses his knowledge of music to recommend alternative slide positions that put less strain on the arms.

"Simple remedies can be very helpful," he says. These include exercise, keeping the arms and hands warm, varying job tasks, taking breaks, staying well-hydrated, limiting salt, avoiding caffeinated beverages and not smoking, which reduces blood flow by as much as 60 percent, Markison says. A study recently conducted by Lawrence Moore and Steven Wiesner, Bay Area physicians, supports Markison's belief in the efficacy of relaxation and increasing blood flow. Participants of the study who were taught basic relaxation and underwent hypnosis to visualize warmth in their hands showed significant increases in hand temperature and reductions in pain, the investigators report.

Preventative measures such as these have been available to the public for several years. Yet despite the desire to affect change in patients behaviorally, many people are becoming debilitated to the point of requiring surgery.

(See **Repetitive stress** on page 7)